

**SEIU Local 620 and City of Santa Barbara General Unit 2018
SEIU LOCAL 620 LAST, BEST & FINAL PROPOSAL**

Item #	Article #	SEIU LOCAL 620	CITY OF SANTA BARBARA
1	52	<ul style="list-style-type: none"> Term: 24 months: Term of 24 months: April 1, 2018 to March 31, 2020. 	Term: 18 months or 24 months
2		<p>Salary Increase:</p> <ul style="list-style-type: none"> 2.5% retroactive to April 1, 2018. Additional 2.5% April 1, 2019. 	<p>Total Compensation Changes: City proposes the following: Term of 18 Months (Apr 2018 - Sept 2019)</p> <p>Salary increase costs: --July 7, 2018: <u>0.5%</u> total cost, or the first day of the first full pay period following ratification, if sooner. -- April 5, 2019 <u>1.00%</u> total cost. Term of 24 Months (Apr 2018 - March 2020)</p> <p>Salary increase costs: --July 7, 2018 .75% total cost, or the first day of the first full pay period following ratification, if sooner. --April 5, 2019 1.25% total.</p> <ul style="list-style-type: none"> City proposes <u>not</u> to address labor market in this agreement, as inequities were already addressed in FY 2017. However, if labor market is considered, the cost of any inequities addressed would be part of, and not in addition to, the above cost increase proposal.
3		<p>Part - Time Benefits: Union will accept upon City's presentation of documentation that Supervisors have agreed to the City's proposal of part-time benefits.</p>	<p>Part - Time Benefits: Vacation and sick leave will not be rolled to the nearest 10%. Instead, it will be based on actual hours worked. (Note: This will affect 5 part - time employees.) (Payroll system will not process this.</p>

4		Employee Parking: General unit employees working in the waterfront area to be offered a parking permit for \$70/year (To match what has been offered to Waterfront employees).	Employee Parking: No change. (No increased access to single occupant vehicle parking for employees. Employees may still request preferential carpool parking.)														
5	62	VACATION CAP: Same as supervisors (320 hours).	VACATION CAP: No change to 296 hour (7.4 weeks) cap														
6		Vacation Rollover to 457/Cash Out: After using 80 hours vacation (prorated for part - time employees), once a year employees shall be allowed to rollover up to 80 hours maximum in increments of 10 hours each to the 457 Plan. Or once a year an employee after using 80 hours of vacation shall be allowed to cash out up to 80 hours of accrued vacation time. Under this proposal, employee will be able to accumulate a max vacation per schedule below: <table><tr><td>Service Time</td><td>Accrual (Max)</td></tr><tr><td>0-2 yrs</td><td>80 hrs(160 hrs)</td></tr><tr><td>3-5 yrs</td><td>104hrs(208 hrs)</td></tr><tr><td>6-10 yrs</td><td>144hrs(288 hrs)</td></tr><tr><td>11-17 yrs</td><td>184 hrs(320hrs)</td></tr><tr><td>18-23 yrs</td><td>200hrs(320hrs)</td></tr><tr><td>24&over yrs</td><td>224hrs(320hrs)</td></tr></table>	Service Time	Accrual (Max)	0-2 yrs	80 hrs(160 hrs)	3-5 yrs	104hrs(208 hrs)	6-10 yrs	144hrs(288 hrs)	11-17 yrs	184 hrs(320hrs)	18-23 yrs	200hrs(320hrs)	24&over yrs	224hrs(320hrs)	(City calls it Vacation Cash - Out) Vacation Rollover to 457: No change. (This is a budget expense of approx. 0.5%+ that is the same to the City, whether it goes to cash or the 457.)
Service Time	Accrual (Max)																
0-2 yrs	80 hrs(160 hrs)																
3-5 yrs	104hrs(208 hrs)																
6-10 yrs	144hrs(288 hrs)																
11-17 yrs	184 hrs(320hrs)																
18-23 yrs	200hrs(320hrs)																
24&over yrs	224hrs(320hrs)																
7		Breaks: Break language shall be similar with other comparable agencies. Union Withdraws 5/2/2018	Breaks: No change to current language about breaks and lunch periods.														
8		Natural Disaster: The City will allow employees who are geographically isolated from their workplace and unable to report to work for an extended period due to a natural disaster to receive regular pay for the first day only. After the first day employees shall have the option to use leave banks if they do not have sufficient time, the following will apply: 1) request an advance on their paid vacation accruals with an agreement to repay such advance; 2) request to "smooth" the pay deductions for unpaid leave over the next 12 months with an	Natural Disaster: The City will allow employees who are geographically isolated from workplace and unable to report to work for an extended period of time due to natural disaster to request 1) an advance on their paid vacation accruals with an agreement to repay such advance; 2) to "smooth" the pay deductions for unpaid leave over the next 12 months with an agreement to repay such advance on salary. City is not open to providing additional time off with pay for those employees														

		agreement to repay such advance on salary.	who have made the choice to live in another community.
9		Certification Pay: Any new certifications required by employer that were not in the original job description on hire date shall receive a 2.5% increase for each certification as they were not included in base salary.	Certification Pay: No change. (If employee is required to hold a certification, pay for having the certification is included in base salary.)No change. (If employee is required to hold a certification, pay for having the certification is included in base salary.)
10		Inequities: Within twelve (12) months following ratification of the contract the City and the Union will reopen discussions on inequities for the General Unit.	Inequities: City proposes not to address labor market in this agreement, as Inequities were already addressed in FY 2017. However, if labor market is considered, the cost of any inequities addressed would be part of, and not in addition to, the above cost increase proposal.
11		Downtown Parking Maintenance Worker II: Maintenance Workers II at Downtown Parking shall be brought to the same salary as Facilities Maintenance Worker II.	Downtown Parking Maintenance Workers: Decline to align Maintenance Workers (e.g., Downtown Parking) above the labor market for Maintenance Workers
12	48	Shift Differential: Language Change: Change "regular full - time employee" to read Permanent Employee "General Unit Employee"	Shift Differential: Language Change: No change. (No shift differential pay for people who work normal work hours on weekends & decline to change "regular full-time employee" to "permanent employee")
13		All Tentative Agreements presently negotiated and approved by both parties will apply to this proposal.	